

Rubber Skills Time



ISSUE 3 | VOLUME 5 | OCTOBER-DECEMBER 2021

NURTURING SKILLS & TALENT FOR A BETTER TOMORROW

Secretary, MSDE Launched Project 'Utthaan' and 'Ekaushalacharya'



RCPSDC Headquarters
Moves into its
Own Office

Wide Gamut of
Opportunities for
Training Partners

Resonant of RPL BICE
Scheme in the Rubber
& Plastic Industries

Interview: Dr Sawar Dhanania

Chairman, Rubber Board of India and President, All India Rubber Industries Association



Transforming Lives Through Excellence in Skill Training

RCPSDC Journey (2012-2022)

Conducted Skill Gap Analysis in **20 States**



Collaborated with **15 State/ Central Skill Departments**

Trained **2,50,000+** trainees



Certified **1250 Trainers**
& **650 Assessors**

Curated **950+ NOS**
& **100+** Qualifications



Launched **40 SAAMARTH Mobile Skill Vans**

Associated with **2,000+** Companies
for RPL & NAPS



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EDITORIAL

Celebrating Excellence in the New Year

Ms Shewani Nagpal, Chief Editor, COO, RCPSDC

The beginning of a New Year is always full of new energy. This year is extra special for a variety of reasons, the least of which is the fact that it comes on the heels of two difficult years which taught us the power of resilience of braving the odds and marching on in the New Normal.

Towards the end of last year, we celebrated RCPSDC awards in a physical format (after the previous year's online format) in keeping with the protocol. The in-person meetings of a sizable number of stakeholders in the skilling domain came as a realization of a much-awaited wish to come-out-and-meet. We were honored to have Shri Rajesh Aggarwal ji, IAS, Secretary at Ministry of Skill Development and Entrepreneurship, Government of India as the Chief guest.

Besides celebrating excellence which is the spirit of RCPSDC awards, two vital projects were launched which are poised to potentially make a difference to the skilling space in the Rubber, Chemical and Petrochemical sectors and also accelerate the drive to protect the environment.

Project "Utthaan", is a key project aimed at upskilling the workforce

(both unorganised or organised) in plastic waste segregation, processing and recycling job roles. Another was the formal launch of eKaushalacharya, an online platform for digital learning in the Rubber, Chemical & Petrochemical Industry.

Symptomatic of the new beginnings is the shifting of RCPSDC headquarters into its own spacious premises at Saket, New Delhi. This will help us to organise ourselves better and deliver on the promise of a wider mandate.

The year 2021 also marked the successful culmination of the first phase of the Best in Class Employer project by RCPSDC with thousands of people certified at some of the large organisations. The success augurs well for the future such projects which RCPSDC is keenly looking forward to.

Last but not least, it is training partners (TPs) that are pivotal to all the skilling regimens. RCPSDC had a long-drawn-out session with TPs to bring them on board for future endeavours and the unlimited possibilities which RCPSDC offers.

Let this year be the year you go after progress over perfection and savour every victory you make along the way to your goals. •



PROMOTED BY

RCPSDC Headquarters Moves into its Own Office at Saket, New Delhi

Rubber, Chemical & Petrochemical Skill Development Council (RCPSDC) moved into their new own office at the corporate premises in Saket, New Delhi. The newly acquired office was inaugurated by Chairman of RCPSDC, Mr Rummy Chhabra in presence of Governing Council members, Mr Vinod Simon, Past Chairman, Mr Mohinder Lal Gupta, Managing Director, Vinko Auto Industry Ltd, RCPSDC, Mr Rajiv Budhraj, Director General, ATMA, Dr K Rajkumar, Director, IRMRA, Ms Shewani Nagpal, COO and officials of RCPSDC.

Commenting on the inauguration of the new office **Mr Rummy Chhabra Chairman of RCPSDC** said, "RCPSDC has proved to be one of the most diversified Sector Skill Councils in the country. With the addition of Chemical & Petrochemical sectors, we are also expanding our team specialized in Chemical & Petrochemical sectors. We are excited to announce the better & larger workspace of RCPSDC. We are confident that, this new move will align better with our objectives and assist in fulfilling the 'Skill India' mission. Together with the offices across the country, the new



Inauguration of RCPSDC's office by the Governing Council members of RCPSDC



Governing Council Members of RCPSDC at the New Head Office head office will enable us to create a cohesive network and further strengthen our service capabilities."

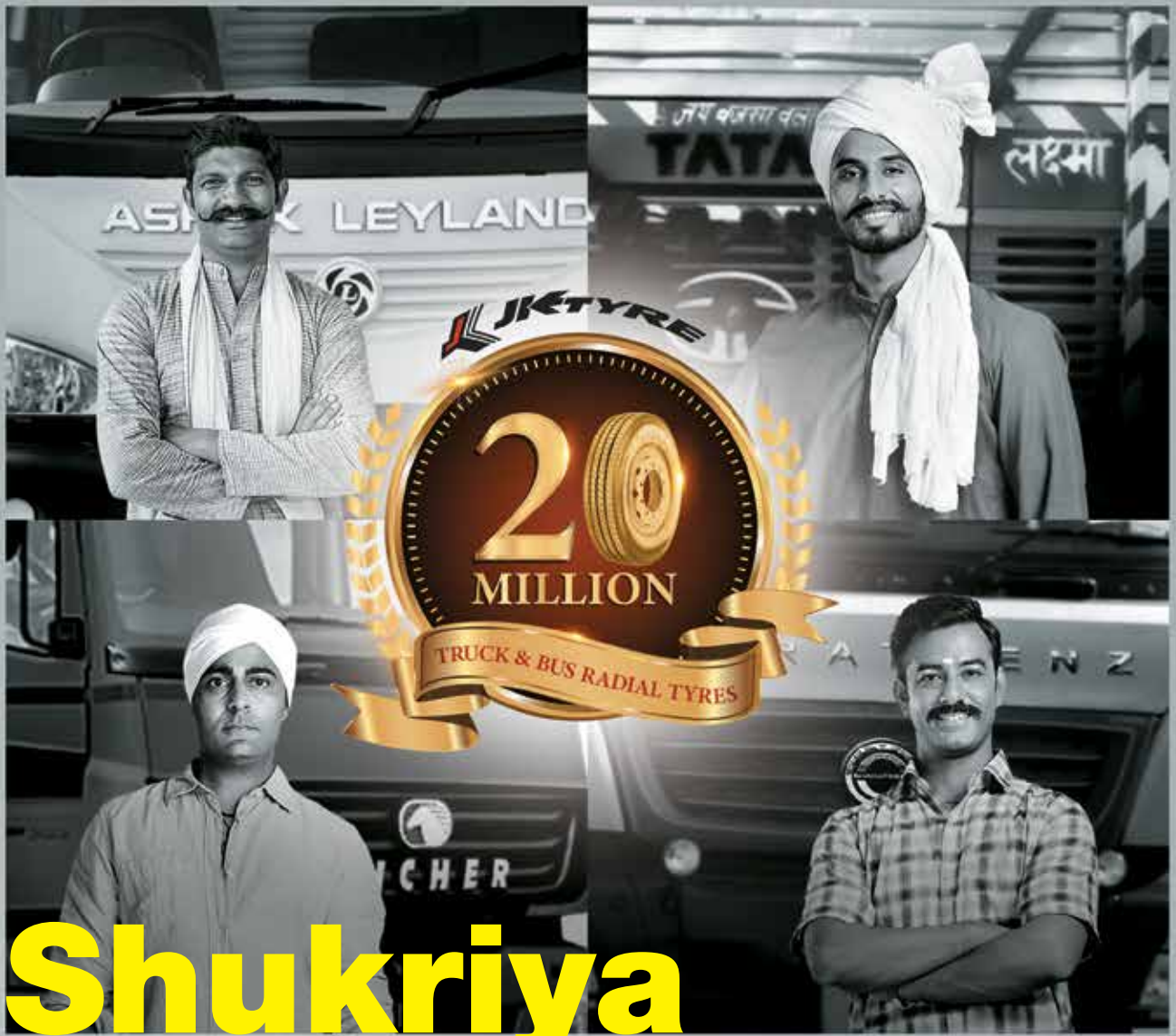
Backed by its strategic investment of strengthening the team and expanding its

physical presence, RCPSDC is set to keep its promise of Skill Excellence and reinforce its position as the trendsetter and biggest sector skill council of India.●

RCPSDC HAS PROVED TO BE ONE OF THE MOST DIVERSIFIED SECTOR SKILL COUNCILS IN THE COUNTRY.

Head Office Team and all the Governing Council members of RCPSDC





Shukriya

India

Together, we have kept India moving for so many decades. **With your love and support, JK Tyre has become India's first company to reach the milestone of 20 million Truck and Bus radial tyres.** May we continue this journey for many more decades.



Image simulated.



SPECIAL TALK: Dr Sawar Dhanania, Chairman, Rubber Board of India and President, All India Rubber Industries Association

Northeast of the Country has Large Potential for Growth of Rubber

Congratulations on taking over as President of AIRIA. You take over as President when the industry has passed through a turbulent phase in the last two years in view of the pandemic. What will be your priorities to help the industry put its worst behind.

There is no doubt that the industry has passed through difficult times in view of pandemic induced challenges. Especially, the MSME sector has been severely affected due to disruption of supply chains. Government of the day undertook several measures in the form of financial stimulus, incentivisation of domestic manufacturing and steps aimed at kicking off the investment cycle. These steps have helped but more needs to be done for revival of the sector.

My priority will be to strengthen the Rubber ecosystem for adding value to the entire chain. Rubber is a diversified sector with a large number of units across the country. Putting in place an ecosystem for enhancing competitiveness of the entire sector from robust supply chain management to manufacturing to exports will certainly instill confidence in the industry despite continuing global challenges.

Realising the vision of Hon'ble Prime Minister of Making in India for the World, India's exports have witnessed a huge increase and are all set to cross the projected figure of \$400 billion during the ongoing fiscal year. Rubber sector is also confident of meeting the target of doubling the exports in five years. We are happy to note the recent CEPA signed by India and the UAE wherein the interests of the Rubber industry also have been taken care of. We look forward to more such steps by the Ministry of Commerce & Industry that facilitate exports from India while safeguarding the interests of domestic industry.

What all needs to be done to make India Atma Nirbhar in rubber products manufacturing.

Rubber products manufacturing is one of the seasoned industries in India. In fact, the industry

MY PRIORITY WILL BE TO STRENGTHEN THE RUBBER ECOSYSTEM FOR ADDING VALUE TO THE ENTIRE CHAIN IN THE COUNTRY

Dr Sawar Dhanania
Chairman, Rubber Board of India and President, All India Rubber Industries Association



is a forerunner to *Atma Nirbhar* drive producing a large number of products which find usage in a range of vital industries including defence, healthcare, Auto and infrastructure. However to make the sector truly self-reliant, there is a need to enrich the supply chain by ensuring raw material security. For instance certain special types of rubbers are not manufactured in India and imports are the only source. In the case of Natural Rubber, the primary raw material, the domestic production can satisfy only about 70% of the domestic demand. Rest needs to be imported. This import dependence needs to be lessened.

For the first time, the consumers of rubber have come forward for investment in the Rubber plantation sector having been encouraged and mentored by Hon'ble Minister of Commerce & Industry Sh Piyush Goyal. An NR project has been launched by leading tyre manufacturers under the aegis of Automotive Tyre Manufacturers Association (ATMA) to enhance NR production in the North east of the country where potential is immense. However, this is just the beginning. Much more needs to be done.

What role skill training could play in the Rubber sector?

Rubber, both plantations and manufacturing, is a manpower intensive sector with the competence of people playing a critical role in the growth of the industry. Skilling people who wish to join the industry and up-skilling those who are already engaged in the sector is therefore an absolute must.

RCPSDC, the sector skill council, has been leading from the front for bridging skill gaps in the sector in association with All India Rubber Industries Association (AIRIA), ATMA and NSDC. National Occupational Standards (NOS) have been formed by RCPSDC for different job roles. However, there is a deficit of training providers in the industry. We

need to bring on board more training providers for skill training so that the benefits of skill

development council are brought to the table.

Cheaper imports of finished goods and high import duties on raw materials have been the bane of the Rubber Industry in India. How does AIRIA plan to address these challenges?

Yes, inverted duty structure has been a major obstacle in the full blossoming of the Rubber industry. AIRIA has engaged with the concerned ministries in the Government for a long time for correcting the inverted duty and help increase value addition within the country. The government has taken some steps to promote domestic manufacturing. However much more needs to be done especially in sectors such as Rubber and AIRIA is constantly engaging with the policy makers for the same.

What needs to be done to increase domestic availability of rubber for the industry while ensuring adequate compensation to rubber growers?



Replantation of rubber trees needs to be enhanced in Kerala and other traditional areas in the Southern states. After the gestation period is over, replanted trees can lead to increased domestic yield of rubber and higher remuneration for the growers. Old trees that

need to be cut for replantation are a good source of rubber wood and can be used for making furniture made of rubber wood. That can also be a source of money for the growers.

Northeast of the country has large potential for growth of rubber as a large chunk of land is available. AIRIA has called upon its member companies to come forward and support Rubber Board activities like scientific processing of rubber as growers don't have much access to processing facilities which can make a difference to the quality and quantity of rubber produced. Being directly in touch with the growers and investing in their infrastructure can also help AIRIA members get better quality rubber at competitive rates. ●



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RIGPA innate in north east & committed to exertion for north east



North Eastern states have unique requirements in skill based training depending on the natural resources, industry and native trades.

**FIND YOUR FUTURE
IN
RUBBER SECTOR**



Secretary, MSDE launched Project 'Utthaan' & 'eKaushalacharya' at RCPSCD's Annual Awards 2021

Rubber, Chemical & Petrochemical Skill Development Council (RCPSCD) celebrated its Annual Awards on 30th Nov, 21 at the Le Meridien, New Delhi to facilitate the best performers in the Rubber, Chemical & Petrochemical skilling ecosystem. **Shri Rajesh Aggarwal ji, IAS, Secretary at Ministry of Skill Development and Entrepreneurship, Govt of India** was present as the Chief guest.

The annual awards event saw active participation from Government departments, policy makers, Rubber, Chemical & Plastic Industries, Training and Assessment agencies and key stakeholders from all the parts of the country. Leading Thought Leader **Mr Kishore P Sampat, President of All India Plastic Manufacturers Association** and Industry veteran **Mr Rajendra Gandhi, Managing Director of GRP Ltd** graced the occasion as Guests of Honour.

Shri Rajesh Aggarwal ji also inaugurated the Project "Utthaan", one of the flagship ambitious project aimed at upskilling of workforce (unorganised or organised) in plastic waste segregation, processing and recycling job roles and to help them perform their jobs more effectively and enhance their productivity.

RCPSCD also launched **eKaushalacharya**, an online platform for digital learning in Rubber, Chemical & Plastic Industry. It provides opportunities to training partners and skill seekers to exchange knowledge and increase the pool of employable candidates in the industry.

Shri Rajesh Aggarwal ji, IAS, Secretary at Ministry of Skill Development and Entrepreneurship, Govt of India, said that "The new



Inauguration of Utthaan project by Shri Rajesh Aggarwal ji, Secretary, MSDE

LIST OF AWARDEES

SPECIAL CATEGORY

GOVERNMENT
Assam Skill Development Mission

RUBBER INDUSTRY
Apollo Tyres Ltd

PLASTIC INDUSTRY
The Supreme Industries Ltd

BEST TRAINING PARTNER

1. Medhavi Foundation in STT
2. Aastha Foundation in RPL
3. Yashaswi Group in NAPS

BEST TRAINER

1. Om Nath Sharma from NSS in the Rubber Sector
2. Karmveer Prasad Sah from Kips Educational Charitable Trust in the Plastic Sector

BEST ASSESSOR

1. Jugal Chandra Das from Trendsetters Skill Assessors Pvt Ltd in the Rubber Sector
2. Yogesh Babulal Gomladu from IRIS-Corp in the Plastic Sector

BEST ASSESSMENT AGENCY

1. Induslynk Training Services Private Limited (Mercer Mettl)
2. Trendsetters Skill Assessors Pvt Ltd
3. Invigilate

BEST TRAINEES IN NATURAL RUBBER PLANTATION

1. Jitindra Sangma from Aastha Foundation
2. Dilchira Sangma from NSS

BEST TRAINEES IN RUBBER MANUFACTURING

1. Amjad Khan from Focal Skill Centre
2. Pankaj Choudhary from Amar Laxmi Sansthan

BEST TRAINEES IN PLASTIC

1. Bishwajit Gogoi from CIPET
2. Sumi Pijar from CIPET

age gig economy requires digital skills combined with service sector expertise. Integrating digital skilling with entrepreneurship training will also enable self-employment, talent utilisation of aspirational India."

Mr Rajendra Gandhi, Managing Director of GRP Ltd, said that "RCPSCD understands that short term modular courses and certification are the need of the industry for frontline shop floor workers and supervisors. It is also very important to build capacity and affordability in the training infrastructure to encourage people from less educated and lower income groups to opt for such courses and develop fruitful career in the rubber industry."

Mr Kishore P Sampat, President of All India Plastic Manufacturers Association, said that "Our main focus is on export amendment, employment generation, skill development, plastic waste management and technology modernisation, for which we have members in 175 cities across the country, and 90% members from the MSME sector. Plastic Industry

has more than 50 lakhs employee currently and incoming 8-10 years we required 12-15 lakh employees and we are growing with 12-15% annually."

Recounting the achievements of RCPSDC in its 10-year journey, **Chairman of the council, Mr Rummy Chhabra** said, "Rubber, Chemical and Petrochemical Skill Development Council has trained over 2,50,000 lakh trainees across Rubber plantations, Rubber manufacturing and Tyre repair & services verticals for different job roles in the Rubber sector. We are gearing up in right earnest to serve the nation through skill training in the Chemical and Petrochemical vertical with as much commitment as we have demonstrated in the Rubber sector. RCPSDC is poised to emerge as one of the most diversified Sector Skill Council in the country."



Shri Rajesh Aggarwal ji, IAS, Secretary at Ministry of Skill Development and Entrepreneurship Govt of India lighting the lamp at RCPSDC Annual Awards

Mr Vinod Simon, former Chairman of RCPSDC said: "I congratulate all the winners and extend my wishes to RCPSDC for completing the glorious 9 years with the tremendous hard work in the skilling ecosystem. RCPSDC is tasked with developing a robust training delivery mechanism that

follows international standards and quality parameters."

Ms Shewani Nagpal, COO of RCPSDC said, "We are committed to continue working towards making the Rubber, Chemical and Petrochemical sector competitive through skill training and unlock the job potential in the sector."●



Edujoin Training Foundation

(A unit of skill development training Provider)

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Contact us: +91-9711256890, e-mail-info@edujoinfoundation.org



Transforming the skill landscape

Empaneled with Major Sector Skill Council



- ❖ We have trained 16102 candidates in STT under PMKVY 2.0, PMKVY – GKRA, Seekho Aur Kamao, NULM-Haryana, NBCFDC, NSFDC & NSKFDC in multiple Sectors as on date, and placed more than 75% of trained candidates in wage employment & in self-employment.
- ❖ We have Certified 79,970 Trainees in RPL Type 1,2 & 4 in Media, Sports, Paints and Coatings, Rubber, Food SSC & PMKVY-GKRA.
- ❖ **Rewards/Recognition due to Good Placement Record:**
 - In PMKVY-2.0, Our Placement is 75% which is verified by NSDC
 - In NULM Haryana FY 18-19, Our Placement is 78% which is verified by Department & we are the leading placement partner of NULM Haryana.
 - Under NSFDC Department, we have got the target from NIESBUD & Sports SSC under various job roles, In these projects department has disburse our final trans of 20%. Across all the projects our overall placement is 74%.

Winners Annual Awards 2021



Assam Skill Dev Mission Special Category in Government



Apollo Tyres Special Category in the Rubber Sector



Supreme Industries Special Category in the Plastic Sector



Medhavi Foundation Best Training Partner in STT



Aastha Foundation Best Training Partner in RPL



Yashaswi Group Best Training Partner in NAPS



Mr Jugal Chandra Best Assessor in the Rubber Sector



Mr Yogesh Babulal Best Assessor in the Plastic Sector



Mercer Mettl Best Assessment Agency 1st Prize



Transforming Lives through Excellence in Skill Training



Trendsetters Skill Assessors Pvt Ltd
Best Assessment Agency 1st Prize



Invigilate Best Assessment Agency 2nd Prize



Mr Jitindra Sangma Best Trainee in
Natural Rubber Plantation 1st Prize



Ms Dilchira Sangma Best Trainee in
Natural Rubber Plantation 2nd Prize



Mr Amjad Khan Best Trainee, Rubber Manufacturing 1st Prize



Mr Pankaj Chaudhary Best Trainee,
Rubber Manufacturing 2nd Prize



Mr Bishwajit Gogoi Best Trainee in
Plastic 1st Prize



Ms Sumi Pijar Best Trainee in Plastic 2nd Prize

From the Achievers...

On behalf of Apollo Tyres, it was a pleasure receiving this award. With the objective to provide adequate training, aiming to create opportunity for the development of the future ready talent, we were in constant touch with RCPSDC to work out the modalities for Rubber industry related Apprentice courses.

We have jointly worked on numerous course curriculums for a duration of 3 years for all relevant sections in the Tyre Manufacturing Process & accordingly got Optional Trade Apprentice introduced for the Tyre Industry in specific domains which were not there earlier. This would facilitate the entire Tyre industry.

These modules have been adopted at our plant based at Gujarat where 400 Trainees are engaged. Our plan is to horizontally deploy & engage Optional Trade Apprentice in all our manufacturing locations of Apollo Tyres in the immediate future.

We would want to thank everyone at RCPSDC for being very responsive & forthcoming to enable us to jointly get the Optional Trade Apprentice Modules accepted. We are looking forward for partnering with Skill Councils in future also to contribute to Skill India Mission".

Apollo Tyres-Special Category in the Rubber Sector

First of all, we would like to give gratitude to Almighty for allowing me to be considered for this prestigious award. It brings us great pride, enthusiasm and anticipation in receiving such prominent award.

I would like to appreciate RCPSDC for developing human capital because human Capital carries the same significance to an organization as, Oxygen carries for a human life to be alive. Further, a sustained and engaged Human Capital is an indication to a productive organization. with the

accomplishment of the targets by the employees, in line with the business objectives, thereby pacing up growth and making the company, very well competitive in the market. I look forward for such togetherness to be taken up in future.

The Supreme Industries Ltd-Special Category in the Plastic Sector

Winning an award is always a special moment. It is indeed a proud moment for us. The award of Best Assessment Agency is not about individual accomplishment it is a team contribution. We are honored to receive the Best Assessment Agency award and so incredibly proud of my entire team. We are so thankful to RCPSDC team for their support. This acknowledgement is an encouragement to continue our best client services in future as well.

Trendsetters Skill Assessors Pvt Ltd -Best Assessment Agency (1st Rank)

Mercer | Mettl is proud to be awarded as the 'Best Assessment Agency' for the year 2021 by Rubber Chemical & Petrochemical Skill Development Council. We value our relationship with RCPSDC, and this award is the kind recognition of our endeavor to provide the best of services to our clients. We strive to build high-quality digital assessment tools with a deep sense of empathy. It resonates a great deal with RCPSDC's vision of ensuring skilled talent to the industry through continuous upskilling.

Mercer Mettl-Best Assessment Agency (1st Rank)

This prestigious award is very much essential for us for our professional growth. Working with RCPSDC was one of the best learning experiences. Today, being an assessment agency, getting this award is an outstanding achievement and an excellent motivation for our entire team and the Organization. Thank you, RCPSDC,

for allowing us to work with your esteemed organization, identifying our Quality, the extended support and guidance, and the award nomination. INVIGILATE envision becoming the most preferred strategic partner of the skill industry and esteemed clients who seek best in class benchmarked recruitment assistance through qualitative assessment of the skills following international standards.

Invigilate-Best Assessment Agency (2nd Rank)

It was a great privilege for me to receive this particular award from RCPSDC. I am very much thankful for honoring me for excelling in the responsibility that is being given to me. I will keep my enthusiasm up in my future work as well. It was my first award and I truly enjoyed the honor of being there with all the RCPSDC Team and IRIS-Corp Team. Your guidance and support have been instrumental in helping me achieve my professional goals, and for that I am forever grateful. I am very pleased that it is hard to show it in words. It brings more self-belief and dedication to my work. Once again I thank you all.

Mr Yogesh Gomladu from IRIS-Corp-Best Assessor in the Plastic Sector

To be honoured by RCPSDC is incredibly gratifying and I am so thankful to RCPSDC team for this recognition. I'm also grateful to the talented and dedicated coaching staff I work with. To be recognized with an award that bears best assessor name is very special. It brings happiness along with a kind of fear. It brings fear as it increases the responsibility to maintain the dignity and standards so an assessor winning an award should always try to give best of him. Thanks a lot the team.

Mr Jugal Das from Trendsetters Skill Assessors Pvt Ltd-Best Assessor in the Rubber Sector

Team Aastha Foundation is honored and privileged to receive the award of Best Training Partner for Recognition of Prior Learning (RPL) in Pan India Basis. We sincerely express our gratitude to Team RCPSDC for organizing such a mesmerizing award ceremony involving all stake holders in Skill Eco System.

Aastha Foundation-Best Training Partner in RPL

Thanking RCPSDC for trusting Medhavi Foundation for executing special projects in North East locations for Plastics Processing sector. It's an underserved sector in terms of skill training mandates however has huge potential for manpower requirements for trained technicians.

With newly formed Medhavi Skills University and in collaboration with RCPSDC, we aim to introduce work integrated Skills and higher education programme to empower companies in Rubber, Chemical and Plastic domain.

Medhavi Foundation-Best Training Partner in STT

First of all, Yashaswi Institute would like to thank Rubber, Chemical and Petrochemical Skill Development Council for choosing 'Yashaswi' Institute for this award. This award is a matter of pride for all the members of 'Yashaswi'. Everyone from the institute is greatly enthused because of receiving an award at the national level. And that, in itself, is very motivating.

Senior officials and managers from the companies in this industry have made an invaluable contribution to our work of implementing the Apprentice Scheme with the Rubber, Chemical and Petrochemical Industries. Currently, 'Yashaswi' is working with 97 reputed companies from the field of Rubber industry and approximately 1444 trainees are getting on-the-job training in the Rubber industry.

A new India is emerging because of this new skilled youth. Furthermore, it is a matter of great pride for 'Yashaswi' that it got this opportunity for contributing towards it.

Yashaswi Academy for Skills-Best Training Partner in NAPS

Journey as a trainer for Tyre fitter in association with RCPSDC is an outstanding experience and has added value to my life. I am grateful for the special recognition as the Best Trainer in Annual Awards 2021. I am always motivated from Team RCPSDC for their guidance and up gradation to the modernist techniques. I look forward to continue my association.

Mr Om Nath Sharma from NSS-Best Trainer in the Rubber Sector

First of all, a warm thank you all for the Award as a best trainer to me. It was an immense pleasure to work for the growth of youth of India. I will always try my best in the future to keep doing good. In Skilling, it was my best experience and if I get a new chance as a trainer, I will give my best. Thank you RCPSDC for this honor!

Mr Karmveer Prasad Sah from Kips Educational Charitable Trust-Best Trainer in the Plastic Sector

We are humbled and grateful for the extended support of all our sponsors for making the event successful. We extend our gratitude to them.

PLATINUM



GOLD





SILVER







BRONZE









QUALITY MEANS DOING IT RIGHT
WHEN NO ONE IS LOOKING.

CEAT



Candidates assessed under RPL Best in Class at JK Tyres, Chennai

Resonant of RPL Best in Class Employer Scheme in the Rubber and Plastic Industries

Conforming to the guidelines for Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 3.0 as issued by Ministry of Skill Development and Entrepreneurship, Government of India, RCPSDC is undertaking the project of RPL – Best in Class Employers (BICE) in the right earnest. A sincere outreach effort is on to bring on board several large employers in the Rubber sector for the Best in Class Employer or RPL Type 4 scheme.

Under the recently concluded PMKVY 2.0 (for the years 2016 to 2020), RCPSDC reached out to as many as 10 large Rubber Manufacturing Units and certified 4000+ candidates under the scheme through direct partnerships with the industries.

Under PMKVY 3.0, RCPSDC has been given a target of certifying 4792 (nos.) under RPL-Best in Class Employer scheme with involvement of more industries.

Ever since the operationalization of 'RPL with Best in Class Employer' scheme, RCPSDC has signed up MoU with a range of leading employers. Yokohama, JK Tyre, JK Fenner, Metro Tyre, Bridgestone, ATC Tyres, Classic Industries & Exports Ltd and HLL Lifecare Ltd have already



Trainer of RCPSDC training candidates at JK Tyres, Chennai

come on board with RCPSDC for certification of the workforce as per National Skill Qualification Framework (NSQF).

Under the new guidelines, employers with annual turnover of over 75 crore with over 500 employees and having been in operation for more than 8 years satisfy the criterion of Best in Class Employer.

RPL with Best in Class Employer scheme was launched by the Ministry of Skill Development & Entrepreneurship under PMKVY wherein top-of-the-line large employers are engaged with the mandate to certify their uncertified workforce across different areas of operation. The scheme looks at utilizing Supervisors/Workshop Managers/Senior Supervisors of employers as 'Employer Assessor' and link them with Sector Skill Council (RCPSDC in this case) for conduct of assessment and

co-branded certification.

RCPSDC is involved in the orientation of the 'Employer Assessors' regarding NSQF and assessment criteria of the concerned job roles, overall implementation and monitoring of the RPL and issuance of co-branded certification of employees as per NSQF after assessment of the employees.

"RPL with Best in Class Employers is a major initiative of the Government of India and has led to a significant push to the Recognition of Prior Learning (RPL) scheme under PMKVY. Certification of uncertified but skilled employees not only assesses them for requisite skill, but also leads to their morale boosting putting them at par with the certified ones", said Ms Shewani Nagpal, COO RCPSDC.

For employees to be eligible for the scheme, they should be on payroll and/or contractual workers of the eligible employer, should not be already certified under NSQF and should be having a minimum work experience of 6 months with the Best in Class Employer or two years overall in the sector.

Under PMKVY 3.0, all certified candidates will receive a monetary pay-out of ₹500 and a life insurance of ₹2 lakh by National Skill Development Corporation (NSDC).

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RADIAL OTR TIRES

- *All-steel casing*
- *Extra-long tread life*
- *Excellent traction*
- *Superior stability*
- *Steel belts*



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BKT
GROWING TOGETHER

Degree Apprenticeship Programs to Ensure Future Ready Youth in India

The apprenticeship scenario in countries such as Germany has been in existence for a long time leading to major dividends in terms of employment generation and industrial competitiveness. Though late, India is fast catching up on the apprenticeship mission. The combination of skills and education which has been elusive so far has finally been bridged through Degree Apprenticeship programs.

Degree apprenticeship offers an interesting blend of a conventional degree programme along with on-job training as an apprenticeship. Students of a degree apprenticeship program graduate in two aspects – they earn a graduate degree from a university and at the same time a multi-year work experience at a workplace. This dual qualification puts their heads and shoulders above others. However, apprenticeship is not only a one-way street where only students get benefitted. Employers also get a chance to groom and create an efficient workforce for the future.

What is significant to note is that these apprenticeship programs are co-designed by universities and the potential employers where the students need to undergo apprenticeship. As an added advantage, such students also get versed in soft skills including the art of interaction at the workplace. As per the Industry, trained candidates are preferred over complete freshers when it comes to formal employment.

Organizations such as RCPSDC have a major role to play in certifying if the apprentices meet the minimum skill standards or not. RCPSDC is also in touch with the universities to align with the apprenticeship movement



Apprentices working on the shop floor of Suman Auto Parts Ltd



Apprentice working on the shop floor of Cosmo Auto Tech Ltd

DEGREE APPRENTICESHIP OFFERS AN INTERESTING BLEND OF A CONVENTIONAL DEGREE PROGRAMME ALONG WITH ON-JOB TRAINING AS AN APPRENTICESHIP

and start these programs.

Eventually, such apprenticeship programs will impart a boost to the 'Make in India' campaign resulting in a trained and employable workforce available for the industry.

"Industry has expressed its inability to get manpower which is ready to be deployed and we at



Apprentices working on the shop floor of Suman Auto Parts Ltd

RCPSDC are thriving our best to fulfil this gap. However, it is not the lack of job opportunities but the unavailability of skilled manpower that has been a limiting factor to India's growth. An apprenticeship could be a vehicle to address the same, linking apprenticeship with higher education could be a game-changer", said Ms Shewani Nagpal, COO of RCPSDC.

Overall intake of apprentices across Indian corporates has witnessed a significant surge amidst the Covid-19 pandemic. The apprenticeship route has facilitated the movement of candidates towards formal employment. According to a study, 95% of certified apprentices are in formal employment. Moreover, 40% of these apprentices are being absorbed by the same employers where the candidates had done their apprenticeships.●

OVERALL INTAKE OF APPRENTICES ACROSS INDIAN CORPORATES HAS WITNESSED A SIGNIFICANT SURGE AMIDST THE COVID-19 PANDEMIC



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Wide Gamut of Opportunities for Training Partners in a Resurgent RCPSDC

RCPSDC, with its renewed mandate of catering to three vital verticals (Rubber, Petrochemicals & Chemicals), both in terms of size and employment potential, has opened up new vistas for Training Partners (TPs) to engage meaningfully and contribute to the nation building exercise through skill training. This was evident in a one-of-its-kind meet organized by RCPSDC with Training Partners recently.

“In its decade long existence, RCPSDC has worked collaboratively with the training partners towards building a sustainable and enabling skilling ecosystem across the country. With RCPSDC casting its net wider, it was important to bring our Training Partners on board and engage with them so that the skilling drive goes uninterrupted despite challenges caused by the pandemic” said Ms Shewani Nagpal, COO of RCPSDC.

In the first such mega meet ever since RCPSDC turned a new leaf, Training Partners were apprised about the three sectors with a detailed overview that included

economic parameters such as industry size, different segments,

existing employment and potential employment opportunities. Not many in the gathering were aware that there were over 6,000 rubber products manufacturers in the country spread across 24 states and 4 UTs who manufacture 3,500 different rubber products. That the sector supports over one million rubber growers and an equal number in tyre services.

“With rapid rise in the mobility and logistics sector, rubber products manufacturing is a sunrise industry. Government’s sharp focus on infrastructure development and the vision of an Atma Nirbhar Bharat are all set for an increase in consumption of rubber resulting in rubber technology as a lucrative career option”, added Ms Nagpal.

Similarly, plastics is another highly diversified industry with more than 50000 plastic processing units in organized and unorganized sectors. The demand for plastics is currently growing at an average rate of 9%.

Recently Hon’ble Commerce and

industry minister Mr Piyush Goyal urged the plastic manufacturing industry to aim to increase their turnover to ₹10 lakh crore from the present level of ₹3 lakh crore in the next five years. He also underlined the fact that the plastic industry was one of the biggest generators of employment in the country. He exhorted the industry to aim at doubling the employment as well in five years’ time.

With a view to bridge the skilling gaps and help generate employment potential, RCPSDC has launched a plethora of courses and activities including Short term trainings (offline and online), Bridge courses towards upskilling, Model Training Centres, Apprenticeship, Campus Engagement (STEP) and a Job portal.

Various models discussed with Training Partners included a Fee-based Model. Within fee based, there could be three distinct models including Student Paid, Recruit Train & Deploy and Industry Paid). This model explores new revenue streams as a win-win for both RCPSDC and the training partners to drive their mission. The skills training is through a fee paying programme requiring trainees to pay an affordable fee.

Second model is

IN THE FIRST SUCH MEGA MEET EVER SINCE RCPSDC TURNED A NEW LEAF, TRAINING PARTNERS WERE APPRISED ABOUT THE THREE SECTORS



RCPSDC's online skilling platform aptly titled as eKaushalacharya. eKaushalacharya has been designed as a one-stop e-skilling solution in Rubber, Chemical and Petrochemical sectors with practical demonstration including live videos and animations. One can choose e-learning skill certification courses for a clutch of job roles at a location and space of one's convenience.

CSR Projects is yet another mega opportunity that RCPSDC provides in a collaboration with Training Partners.

This involves partnership between RCPSDC and CSR organization towards skill development and capacity building of local youths in Rubber, Chemical and Petro-chemical sector job roles. The Training Partners can collaborate as Implementing Agency, or as a joint proposer of innovative projects to CSR organisations.

Government Projects is yet another model that aims at subsidised fee based programs in collaboration with Government departments/institutions in which RCPSDC will use its good

offices to help institutes and Training partners to connect with Centre and State departments.

Besides the above, RCPSDC is providing a facility through its Placement portal to trained candidates. Under this model, Training Partners can collaborate in mobilisation, guest lectures, and Industry visits, Documentation, Data, Job Fairs, Tracking and Industry Connect.

RCPSDC has solicited a plan from the Training Partners so as to take the skill training drive to the next level.●



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Industrial Visit of RCPSDC Officials to Rubber and Plastic Industries

As a Sector Skill Council, it is imperative for us to understand the manufacturing processes of an industry and its various job roles, in order to provide the right skilling and training to people. Recently, new officials of RCPSDC visited Cosmo Auto Tech Pvt Ltd. and Suman Auto Parts Ltd located at Manesar, Gurgaon for a better understanding of Rubber and Plastic Industries.

Cosmo Auto Tech Pvt Ltd is a part of an industry which manufactures automobile parts and various electronic items and the processed parts are further consumed by large scale automobile companies. Suman Auto Parts Ltd deals in manufacturing of various auto parts and accessories for 2-wheeler and 4-wheeler vehicles that are further gripped by companies like Honda, Maruti etc.

The objective behind this industrial visit is to acquire in depth practical knowledge of the various job roles and manufacturing processes of Rubber and Plastic Industries. At Suman Auto Parts, the officials witnessed the manufacturing processes of plastic switchgears and also witnessed the training at DOJO Room. It is a training room wherein the apprentices are trained for three consecutive days about their job roles, including proper use of PPE, safety rules, housekeeping rules and all the other minute details specific to the job role.

These companies were also honored by RCPSDC for participating in the National Apprenticeship Promotion Scheme and for opening their shop floor for the training. Under this program, the company trains the apprentices for the job role for a certain period of time and further certifies them, making them eligible to work. In total, 11 and 9 apprentices were trained at Cosmo Auto Tech and Suman Auto Parts Ltd.



RCPSDC presenting the appreciation certificate to Cosmo Autotech Pvt Ltd



RCPSDC presenting the appreciation certificate to Suman Auto Parts Ltd

THE OBJECTIVE BEHIND THIS INDUSTRIAL VISIT IS TO ACQUIRE IN DEPTH PRACTICAL KNOWLEDGE OF THE VARIOUS JOB ROLES AND MANUFACTURING PROCESSES OF RUBBER AND PLASTIC INDUSTRIES

The visit enhanced the knowledge of the officials in the Rubber and Plastic sector by witnessing the manufacturing processes along with awareness on various job roles, tools & equipment. It made them understand the huge impact skilling and reskilling can make on the lives of people. It also helped in identifying the areas where transformation and improvement can go a long way ahead.●



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- Currently implementing 17 Centrally Sponsored Project including DDUGKY, ESDM, NULM, Sheekho aur Kamao, Hunar Se Rojgar Taak, Samarth etc
- Among top 5 Training providers in terms of reported placement (83.4 % placement as per SDMS) Under PMKVY
- Running 5 special STT project with 4 Sector Skill council
- Skilling around 1500+ trainees under Rubber Sector every year



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